

EEO Utilization Report

Organization Information

Name: Weslaco Police Department

City: Weslaco

State: TX

Zip: 78599

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

The City of Weslaco realizes that equal employment opportunity benefits the City and its employees through the full utilization of all human resources.

The City has and will continue to provide equal employment opportunity to all qualified persons and reaffirms its commitment that there shall be no discrimination against, or harassment of applicants or employees because of race, color, sex, religion, national origin, age, disability, veteran status, genetic information or any other protected status.

The City will continue to recruit, hire, promote, transfer, take corrective action and make all personnel decisions, including those related to compensation and benefits, non-discriminately and in accordance with applicable law. Further, the City will make reasonable accommodations for applicants and employees with known disabilities who can perform the essential job functions with or without such accommodations.

The City requires all employees to bring to the City's attention any information regarding any incident of possible discrimination or harassment so that the matter can be investigated and appropriate action taken. Any employee who violates the City's policy will be subject to corrective action and/or termination of employment.

Following File has been uploaded: EQUAL_EMPLOYMENT_OPPORTUNITY.pdf

Step 4b: Narrative of Interpretation

In reviewing the Utilization Analysis Chart, the Administration Office for the Weslaco Police Department (WPD) made the following observations:

The Utilization Analysis Chart shows a standard deviation in the category for Protective Services: Sworn-Patrol Officers. In that category, there is an underutilization of Hispanic Latino Females by-42%.

In keeping with the WPD's commitment to having a workforce that reflects the community it serves, WPD will examine its recruitment and retention practices to see if there may be ways to attract more Hispanic females to apply for entry-level patrol officer positions.

Step 5: Objectives and Steps

1. Identify any barriers in recruitment that might deter Hispanic female from applying for entry-level Police officer positions.

- a. The Weslaco Police Department will meet with current female officers to find out how they learned about the opportunity to become a WPD officer. With this feedback, the WPD will also look at into creating promotion material geared toward female applicants in an effort to attract more Hispanic females to the Sworn Patrol Officers category.

2. Re-evaluate entry-level physical agility testing for females

- a. Research best practices and applicable law regarding modification to entry-level physical fitness testing for females.

Step 6: Internal Dissemination

The Weslaco Police Department will post the EEOP on the WPD email to be delivered to all staff, sworn and civilian.

The Weslaco Police Department will post this report on information bulletin boards accessible to the employees and staff.

The Weslaco Police Department will hand deliver a copy of the EEOP to all administrators, supervisors, sworn employees and non-sworn employees.

This report will also be accessible to any employee of the Weslaco Police Department and the City of Weslaco at the Human Resources Department.

Step 7: External Dissemination

The Weslaco Police Department will display the EEOP on information bulletin boards accessible to the public.

The Weslaco Police Department will also display the EEOP on the Weslaco Police Department and City of Weslaco's website.

Applicants will be notified of the EEOP and be advised that a copy is available to them if requested. Notification to vendors and contractors will be in writing that the recipient has developed an EEOP Report and that it is available on request for review.

Utilization Analysis Chart
Relevant Labor Market: Hidalgo County, Texas

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Officials/Administrators																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	2,440/12 %	9,140/47 %	15/0%	45/0%	190/1%	0/0%	0/0%	10/0%	885/5%	6,630/34 %	55/0%	0/0%	70/0%	0/0%	35/0%	10/0%
Utilization #/%																
Professionals																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	2,660/7%	10,755/30 %	175/0%	0/0%	600/2%	0/0%	90/0%	45/0%	3,220/9%	17,250/48 %	85/0%	0/0%	1,205/3%	0/0%	40/0%	15/0%
Utilization #/%																
Technicians																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	125/2%	2,670/48 %	15/0%	0/0%	40/1%	0/0%	0/0%	0/0%	155/3%	2,540/45 %	45/1%	0/0%	20/0%	0/0%	0/0%	10/0%
Utilization #/%																
Protective Services: Sworn-Officials																
Workforce #/%	1/5%	16/84%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/5%	0/0%	0/0%	0/0%	0/0%	1/5%	0/0%
CLS #/%	555/10%	4,070/73 %	25/0%	0/0%	10/0%	0/0%	0/0%	0/0%	120/2%	780/14%	15/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-5%	11%	-0%	0%	-0%	0%	0%	0%	-2%	-9%	-0%	0%	0%	0%	5%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	4/9%	39/85%	0/0%	0/0%	0/0%	0/0%	2/4%	0/0%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	830/2%	20,415/50 %	105/0%	0/0%	155/0%	0/0%	0/0%	100/0%	950/2%	18,235/44 %	115/0%	0/0%	70/0%	0/0%	35/0%	30/0%
Utilization #/%	7%	35%	-0%	0%	-0%	0%	4%	-0%	-2%	-42%	-0%	0%	-0%	0%	-0%	-0%
Protective Services: Non-sworn																

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	20/4%	140/31%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	285/64%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
Administrative Support																
Workforce #/%	5/25%	3/15%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	8/40%	4/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,035/3%	26,900/37%	140/0%	4/0%	260/0%	0/0%	0/0%	40/0%	3,050/4%	39,895/55%	145/0%	0/0%	205/0%	0/0%	0/0%	60/0%
Utilization #/%	22%	-22%	-0%	-0%	-0%	0%	0%	-0%	36%	-35%	-0%	0%	-0%	0%	0%	-0%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	1,100/5%	22,090/92%	55/0%	4/0%	15/0%	0/0%	10/0%	50/0%	50/0%	680/3%	0/0%	0/0%	0/0%	0/0%	0/0%	55/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	0/0%	3/75%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,835/2%	44,675/52%	105/0%	4/0%	110/0%	0/0%	10/0%	45/0%	1,280/1%	37,805/44%	80/0%	60/0%	165/0%	0/0%	25/0%	70/0%
Utilization #/%	-2%	23%	-0%	-0%	-0%	0%	-0%	-0%	-1%	-19%	-0%	-0%	-0%	0%	-0%	-0%

Significant Underutilization Chart

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Protective Services: Sworn-Patrol Officers										✓						

Law Enforcement Category Rank Chart

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Chief of Police																
Workforce #/%	0/0%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Assistant Chief																
Workforce #/%	0/0%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Captain																
Workforce #/%	0/0%	3/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Lieutenant																
Workforce #/%	0/0%	5/83%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/17%	0/0%
Sergeant																
Workforce #/%	1/12%	6/75%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	4/9%	39/85%	0/0%	0/0%	0/0%	0/0%	2/4%	0/0%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%

I understand the regulatory obligation under 28 C.F.R. ~ 42.301-.308 to collect and maintain extensive employment data by race, national origin, and sex, even though our organization may not use all of this data in completing the EEO Utilization Report.

I have reviewed the foregoing EEO Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.

Certified As Final By: Veronica Ramirez

Human Resources/Civil Service Director 05-06-2019

[signature]

[title]

[date]